



# UAW BASICS

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## **INTRODUCTION**

This booklet provides some general information about the UAW. More specific information is available through the UAW Purchasing and Supply Department. We hope you find this booklet helpful and seek more detailed information about UAW programs and educational materials.

## **FOUNDING**

The International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW) was founded on August 26, 1935 in Detroit, Michigan as United Automobile Workers of America.

In 1941, the union's official name changed to United Automobile, Aircraft and Agricultural Implement Workers of America to reflect the union's expansion representing workers in other employment sectors.

The union's name was updated in 1962 to International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America and continues to be used to this day.

## **HEADQUARTERS**

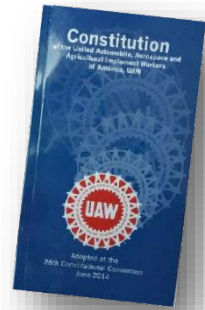
UAW headquarters is also known as Solidarity House. The address is 8000 East Jefferson Avenue, Detroit, Michigan 48214.

The UAW Legislative and Governmental and International Affairs Department offices are located at 1757 "N" Street, NW, Washington, DC 20036.

## OUR CONSTITUTION

The UAW Constitution is the highest law of our Union. It has been adopted, and can be amended, only by a majority vote of the delegates at regular Constitutional Conventions or Special Conventions.

The Constitution provides a strong foundation to support the union's day-to-day work and sets forth the rights, guarantees and responsibilities of all UAW members.



The full UAW Constitution can be found at [www.uaw.org](http://www.uaw.org).

## OUR PURPOSE

The UAW's purpose is set forth in Article 2 of the UAW Constitution.

- ⊙ To improve and protect the wages, health care, pensions, work hours, and work conditions of all UAW members.
- ⊙ To unite in one organization, regardless of religion, race, creed, color, sex, political affiliation or nationality, age, disability, marital status or sexual orientation.
- ⊙ To improve workplace health and safety conditions and accomplish necessary reforms by using our bargaining power and, if these efforts fail to establish justice for UAW members, to advocate and support strike action.
- ⊙ To educate ourselves in the history of the labor movement and to develop and maintain an intelligent and dignified membership.

- ⦿ To vote and work for the election of candidates and pass improved laws that are in the interest of all workers.
- ⦿ To engage in legislative, political, educational, civic, welfare and other activities that further the interests of UAW members and improve general economic and social conditions in the United States, Canada, the Commonwealth of Puerto Rico and the nations of the world.
- ⦿ To work in solidarity with other international unions and the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) and Canadian Labour Congress (CLC).

## CONSTITUTIONAL CONVENTION

Every four years, the UAW holds a Constitutional Convention where delegates adopt resolutions that set the union's position on important workplace and societal issues, decide constitutional changes, and elect officers and regional directors.



37th Constitutional Convention

Local union members elect their convention delegates. Local union delegate numbers and votes are based on membership size.

## SPECIAL COLLECTIVE BARGAINING CONVENTION

A special convention on collective bargaining normally convenes before the expiration of the UAW's contracts with Ford, Fiat Chrysler, General Motors and other major



2015 Special Bargaining Convention

employers. The convention is called to develop a general collective bargaining program for the entire union.

Convention delegates are the delegates to the immediately preceding Constitutional Convention. Local union presidents and bargaining committee chairs may – by local union membership action – be present as special delegates with voice, but no vote.

## WHO WE ARE



The UAW is well known as the union of auto assembly and parts workers but about half of us work in other sectors.

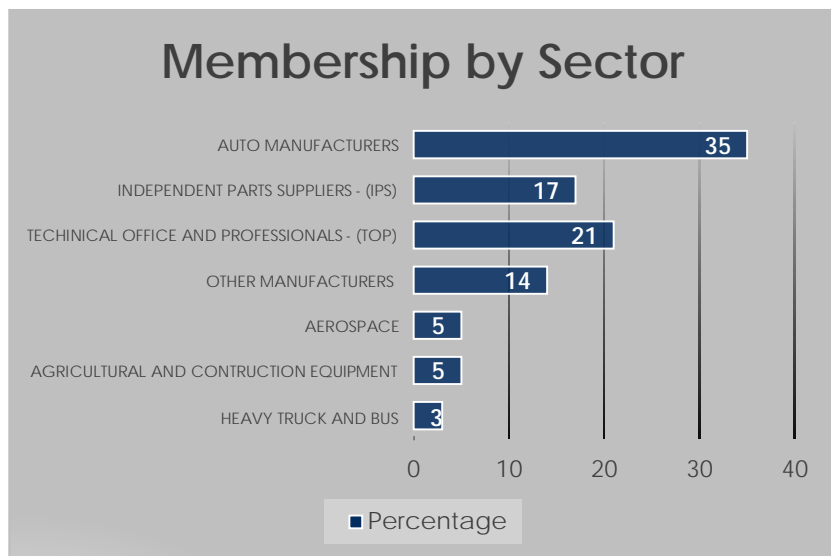
We are casino card dealers; technical, office and professional employees; heavy truck, bus and agricultural implement assemblers; aerospace workers; health insurance and health care professionals, higher education and technicians.

We make a wide variety of products and provide a wide variety of services. We make refrigerators, cleaning products, coffee, firearms, airplanes, and toys. We produce beer, write and edit books, provide legal services, teach students, and process driver licenses. You would be hard-pressed to find a sector of the economy untouched by a UAW member.

The UAW has over one million active and retired members in the United States, Canada and Puerto Rico.

## WHERE WE WORK

Most active UAW members can be found in Michigan, Ohio, Indiana, Illinois, New York, California, Missouri, Pennsylvania, Texas and Iowa.



Over half of UAW members work in the automotive sector assembling (35 percent) or making auto parts (17 percent). Fourteen percent manufacture other products. Over 20 percent of us are in the technical, office and professional (TOP) sector. More than a quarter of the rest of us work in the heavy truck and bus, agricultural and construction equipment and aerospace sectors.

## MEMBER DUES

UAW members pay dues in an amount determined by their pay structure and whether they have a legal right to strike. Dues are set by UAW Constitutional Convention delegates.

UAW members who are private or public employees and have a right to strike pay 2.5 hours of straight time pay per month if paid hourly or 1.44 percent of their monthly wages if paid by salary.



UAW members who are public employees and don't have a legal right to strike, pay 1.9 hours of straight time pay per month if paid hourly or 1.095 percent of their monthly wages if paid by salary.

The UAW Constitution requires two hours of dues to be disbursed to local unions and the International Union; the remaining half-hour of dues is allocated to the UAW Strike and Defense Fund to ensure its growth and strength.

Local unions have constitutional authority to establish dues exceeding the minimum.

## MEMBER APPEAL RIGHTS

UAW members have unique internal appeal rights under the UAW Constitution. Many years ago, UAW Constitutional Convention delegates created the Public Review Board (PRB) and Convention Appeals Committee (CAC) to hear member appeals concerning any action, inaction or decision of a local union, or any of its units, committees, officers, committee persons or stewards, and the International Union, International Executive Board, international officers, regional directors, international representatives, or subordinate bodies.

Each UAW region is represented on the CAC by a member who was an elected UAW Constitutional Convention delegate and selected by lot from the delegates of each UAW region.



The PRB is an independent entity that is comprised of four outstanding public citizens. The PRB's members can be found at: <http://www.uawpublicreviewboard.com/prb/>

All CAC and PRB decisions are final and binding.

## ABOUT LOCAL UNIONS

Local unions are autonomous units of the UAW comprised of members who work for the same employer and share a common interest in their work conditions. Local unions that are comprised of members who work for different employers are *amalgamated*.

There are over 600 UAW local unions in the United States, Canada and Puerto Rico.

Local unions hold monthly membership meetings, while most amalgamated locals hold unit meetings and general membership or joint council meetings. Members establish their own local union bylaws which must be approved by the International Union, UAW President.

Members elect executive board members who administer the local union between membership meetings.

In some locals, there is an elected shop or bargaining committee responsible for negotiating the collective bargaining agreement on behalf of local union members. They also sometimes handle member contract grievances.

Local unions are required to have 10 standing committees, including constitution and bylaws, union label, education, conservation and recreation, community services, civil and human rights, citizenship and legislative, consumer affairs, veterans, and women's. Standing committee members are elected by local union members or appointed by the local union president as determined by local union bylaws.



UAW members work through local union committees to play a role in the larger social and economic justice movement for all workers. Standing committees allow members to get involved and help set local union goals. Members

work together through standing committees to build the power of our union.

## ABOUT THE INTERNATIONAL UNION

The International Executive Board (IEB) consists of five officers (president, secretary-treasurer, and three vice-presidents) and nine regional directors. Together, the IEB comprises the elected International leadership team.

The IEB administers the International Union and directs International staff representatives to help local unions and members with collective bargaining, organizing, political action, education, legal questions, health and safety and other issues.

International Union departments and councils are structured based on the UAW's bargaining relationships with employers, industries or work sectors.

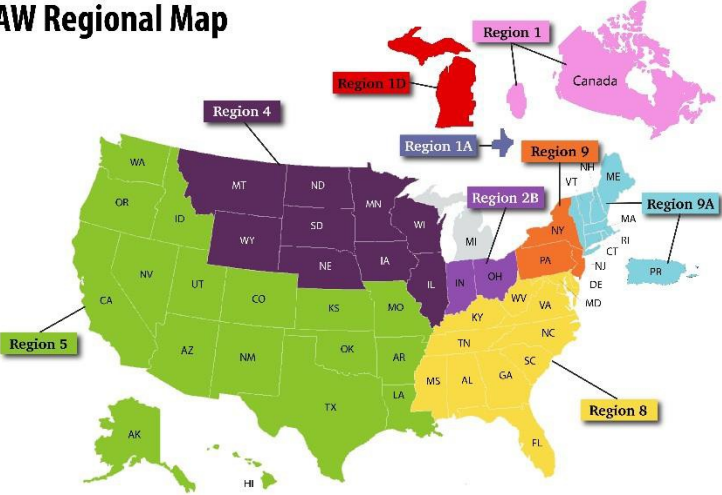
# INTERNATIONAL OFFICERS

Officers are elected by the voting delegates to the UAW's Constitutional Convention, who, in turn, are elected by local union members. The UAW International Officers can be found at: <https://uaw.org/executive-board>

# REGIONS AND REGIONAL DIRECTORS

The UAW is divided into nine geographic regions. Each region is led by a Regional Director who is elected at the UAW Constitutional Convention by delegates from the region they represent. The current Regional Directors can be found at: <https://uaw.org/executive-board>

## UAW Regional Map



Each region has a headquarters and may have additional sub-regional offices where high concentrations of UAW members are distant from the regional office.

**REGION 1:** Covers the following counties in Michigan: Huron, Lapeer, Macomb, Oakland, St. Clair, Sanilac, Tuscola and part of Wayne (including part of Detroit). Region 1 also includes Canadian UAW local unions.

**REGION 1A:** Covers most of Wayne County, Michigan (including part of Detroit), Monroe County and Washtenaw County, and extends to the Ohio border.

**REGION 1D:** Covers 73 counties in south-central, western, central, and northern Michigan, including the Upper Peninsula. The Region includes the cities of Flint, Jackson, Lansing, Benton Harbor, Escanaba, Grand Rapids, Kalamazoo, Marquette, Muskegon, Saginaw, St. Joseph, and Traverse City.

**REGION 2B:** Covers the states of Indiana and Ohio.

**REGION 4:** Covers the north central states of Illinois, Iowa, Minnesota, Montana, Nebraska, North Dakota, South Dakota, Wisconsin, and Wyoming.

**REGION 5:** Covers 17 states in the western and southwestern United States: Alaska, Arizona, Arkansas, California, Colorado, Hawaii, Idaho, Kansas, Louisiana, Missouri, Nevada, New Mexico, Oklahoma, Oregon, Texas, Utah, and Washington.

**REGION 8:** Covers the southeast United States, including Tennessee, Virginia, West Virginia, North Carolina, South Carolina, Mississippi, Alabama, Georgia, Kentucky, Florida, District of Columbia, Maryland, Delaware, and the following counties of Pennsylvania: Franklin, Cumberland, Adams and York.

**REGION 9:** Covers western and central New York, New Jersey, and Pennsylvania, excluding the counties of Franklin, Cumberland, Adams and York.

**REGION 9A:** Covers eastern New York (including the New York City metropolitan area, the Hudson Valley and the Capital District area), Connecticut, Maine, Massachusetts, New Hampshire, Puerto Rico, Rhode Island, and Vermont.

## INTERNATIONAL TRUSTEES

Three International trustees are elected at UAW Constitutional Conventions to safeguard all International Union, UAW funds and property. The trustees are responsible for designating a certified public accounting firm to conduct a semi-annual audit of the International Union's financial records. Under the UAW Constitution, trustees serve for 12 years, a three-term period.

## UAW STAFF

UAW International staff members provide general and specialized assistance to UAW officers, regions, local unions and members.

International staff members are trained to assist in a wide range of areas including: contract bargaining, administration and enforcement; organizing, civic engagement, health and safety, and civil and human rights. Specialized services include legal, research, actuarial, and communications.

Most UAW staff members are represented by the UAW Staff Council.

The International's Communications staff is represented by the Newspaper Guild-Communication Workers of America, AFL-CIO (TNG-CWA Local 34022).

Legal Department attorneys are members of the UAW Staff Lawyers Union.

Clerical and maintenance employees are represented by the Office and Professional Employees International Union, AFL-CIO (OPEIU Local 494).

Outside security guards are members of the International Union of Security, Police and Fire Professionals of America (SPFPA Local 119).

## AFFILIATED LABOR ORGANIZATIONS

In addition to being affiliated with the AFL-CIO and Canadian Labour Congress, the UAW is affiliated with IndustriALL Global Union, representing over 50 million energy, mining and manufacturing workers around the world. It is also affiliated with the International Trade Union Confederation, consisting of over 176 million workers from 162 countries and territories.

## UAW FAMILY EDUCATION CENTER

The Walter and May Reuther UAW Family Education Center is the realization of late UAW President Walter Reuther's vision of a world-class worker education and recreational center.

Also known as Black Lake, the Family Education Center opened in 1970. This beautiful wooded retreat has been visited by thousands of UAW members and families for union-related education, training and recreational programs.



During most of the year, the facility is used by widely by the UAW to conduct training and hold conferences attended by member delegates. Joint employer and UAW conferences and programs are also conducted, with employer and employee representatives in attendance.

## BLACK LAKE CONFERENCE CENTER

UAW members and retirees can lodge at Black Lake Conference Center at special reduced rates and enjoy Black Lake, upper northern Michigan, and Michigan's nearby Upper Peninsula.

Black Lake's employees are members of the United Steel Workers (USW Local 2-100) and the International Security, Police, Fire Professionals of America (SPFPA Local 32). Golf course maintenance employees are members of the International Union of Operating Engineers (IUOE), and food service workers are members of Unite HERE (Hotel Employees and Restaurant Employees).

The center is located at 2000 Maxon Road, Onaway, MI 49765, and can be reached at (989) 733-8521.

## BLACK LAKE GOLF CLUB



Black Lake Golf Club is located on the Black Lake Conference Center campus. UAW members receive a 15 percent discount and UAW retirees receive a 25 percent discount off public weekly and weekend rates.

Since opening in 2000, the beautiful Rees Jones-designed course has placed highly in Golf Digest's "100 Greatest Public Courses in America." The old-style, classic course blends with the natural terrain. Dining, accommodations, and membership packages are also available.

For more information about golf course rates, packages and membership, call (989)733-GOLF or email [golfblacklake@yahoo.com](mailto:golfblacklake@yahoo.com) or visit <http://www.blacklakegolf.com>

## BLACK LAKE GRILLE

Black Lake Grille offers guests a spectacular view in an elegant setting to enjoy breakfast, lunch or dinner right by the golf course. A lounge is also available for drinks.

Black Lake Grille is open to the public daily from April through November. Call (989) 733-7139 for more information or to make a reservation.

## BLACK LAKE CAMPGROUND



Black Lake includes a campground available to UAW members, retirees and their families. Rates are \$28 per day (\$5 per day more for pets). Reservations can be made by calling Black Lake at (989) 733-8521 or through the member's local union. Proof of UAW membership is required.



## KEEP UP WITH THE UAW

Keep up with the UAW and join the conversation!



[www.uaw.org](http://www.uaw.org)



<https://www.facebook.com/uaw.union>



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